



Early careers at EDF

A Career that will deliver change
Together we can help Britain achieve Net Zero

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Welcome to EDF

From scientists to engineers, financial analysts to software consultants our team of professionals carve out fulfilling careers at EDF while helping Britain achieve Net Zero. Join us! Discover how our early careers programmes will equip you with the skills and experiences to achieve career success while creating a more sustainable energy future.

As Britain's biggest generator of low carbon electricity, we've never been busier helping cut UK carbon emissions to nothing. We're generating the right mix of low carbon electricity to power the nation today and building the low carbon infrastructure Britain will need tomorrow. From turbines to tariffs, electric cars to electric heating, we're busy doing everything we can to help Britain achieve Net Zero.

Our operations span the UK and cover the following areas:

Nuclear New Build

Looking after the construction and delivery of our new nuclear power station at Hinkley Point C, and plans for a new power station at Sizewell C in Suffolk. Nuclear power is the most reliable, low-carbon energy source currently available to the UK.

Nuclear Generation & Decommissioning

Around a fifth of the UK's electricity is generated by our existing six nuclear power stations, and over the coming years, as we move to our nuclear new build stations, some of these will undertake major maintenance and improvement projects across the plant to get it ready for the next stages of its life, defueling and decommissioning.

Customer Supply

Our customers business aim to make it easy for our customers to save energy and save carbon, whether that's at home, at work or on the move. From smart meters to smart heating, electric cars and charging points. We need to provide a brilliant level of service to our customers at the lowest possible cost, and develop innovative and differentiating solutions.

Renewables

We have 34 onshore wind farms, 14 planned solar sites, 2 battery storage locations, and 2 offshore wind farms. Our largest European onshore wind farm is at Dorenell and our portfolio is expanding with almost 4 GW of projects in planning and development across Ireland, Scotland and Wales.

Operational success is supported by our corporate teams across Finance, IT and Digital, Procurement and HR. With over 12,000 staff in the UK, EDF offers a complex but rewarding challenge for human resources and recruitment teams. Our digital and IT teams make sure that we're always switched on and always developing our IT capability. Our finance, trading & risk teams deliver value to our customers and push the boundaries of innovation within our industry, and our procurement team source the goods and services we need to exceed customer expectations in the most cost-effective way possible.

Join us. Together, we'll help Britain achieve Net Zero.

Our Graduate Programmes

Join our **Graduate training programme** and you'll make an immediate impact, powering the nation today, whilst helping to build a sustainable energy future for tomorrow. We offer graduate programmes across the different business areas at EDF, including:

Finance



The rotational nature of the programme where I can gain experience of various aspects of finance and the energy industry while being able to pursue the CIMA qualification appealed to me the most

Danica Apaya, Finance Graduate

Over the course of three years you'll learn from our finance experts, whilst we support you to gain your CIMA chartered accounting qualification.

You'll develop extensive knowledge of the energy market and industry, enabling you to cover the practical elements of your CIMA qualification with ease. Plus you'll have an opportunity to work on real-world projects decisions from day one.

Starting salary: £31,000 with annual increases, plus annual bonus and relocation allowances.

Data and Technology



A lot of the work I've done is either to improve the customer experience or improve the tech within EDF. All of this enables EDF to be in a better position to achieve Net Zero. Every day is a learning experience, everyone is very friendly and this creates a great working environment

Chris Willcock,
Data and Tech Graduate

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During this 2 year programme you'll build the specialist skills and experience to develop as a data scientist or software engineer, all while gaining exposure and understanding across the energy business.

You'll follow a tailored career path designed to build specialist skills in cutting edge data techniques, software engineering and technologies like Tableau, Python, Pandas, Javascript, AWS and others. We'll help you to develop your technical skills through online courses, classroom training and learning on the job to help build your confidence and decide where you'd like to specialise in the future.

Starting salary: £31,000 with annual increases, plus annual bonus and relocation allowances.

Procurement / Supply Chain



My undergraduate and postgraduate experiences on climate change attracted me to the energy sector and I think working in Supply Chain at EDF will allow me to create positive impacts on the environment

Christy Siu, Procurement Graduate



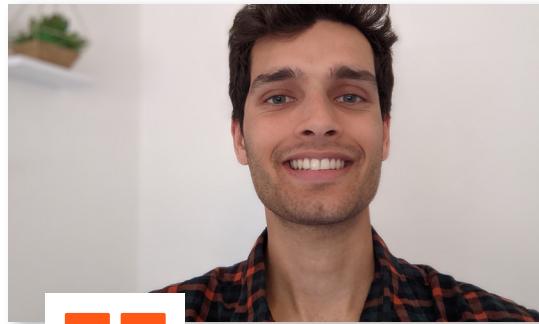
During this 2 year programme we'll enable you to build your knowledge of the energy industry and develop the skills to provide commercial, strategic and analytical advice to our stakeholders.

You'll work with EDF's supply chain partners to drive positive social and environmental change, encourage innovation and create a sustainable energy future.

You'll follow a tailored training path to develop your skills and knowledge for your future career, and we'll support you to study for an industry-recognised Chartered Institute of Procurement and Supply (CIPS) qualification.

Starting salary: £30,000 with annual increases, plus annual bonus and relocation allowances.

Commercial



I wanted to join EDF and help their efforts to provide clean, affordable and secure energy to everyone. The Commercial Graduate Programme at EDF provides this mix. It's a learning curve, but one that is really enriching my knowledge of the whole energy system

Sandy Kelly, Commercial Graduate



Over this 2 year programme we'll support you with a tailored training path and enable you to develop the skills and knowledge to drive commercial results and future strategy for EDF. You'll contribute to projects that make a huge impact in the fight against climate change, like the building of renewable energy projects, enhancing customer experience, delivering digital solutions or analysing the energy market.

Starting salary: £30,000 with annual increases, plus annual bonus and relocation allowances.

Science and Engineering



I studied an energy module at university which had a small section on nuclear energy. I found the reactor physics really interesting and thought it would be exciting to work in the industry. The graduate scheme allows you to spend time in several departments at different locations and to meet so many different people.

Imogen Slinn,
Science and Engineering Graduate.

We recruit for our Science and Engineering Graduate Scheme across multiple business areas, locations and degree disciplines, so there are plenty of opportunities available.

This programme offers the chance to experience life at an operating power station, understanding the technical, safety, operational and engineering aspects of producing nuclear energy. You will have the opportunity to undertake unique placements within areas such as HPC, Sizewell C, and Renewables in order to gain an insight to projects vital to the sustainability of the low carbon economy

You'll also have the opportunity to work with a technical mentor to gain Chartership over the course of your graduate programme.

Starting salary: £30,000 with annual increases, plus annual bonus and relocation allowances.

Design Engineering

Over the course of 18 months you'll gain experience across our Nuclear New Build projects including working on software and hardware based Reactor Protection systems, Plant Computing systems, Process Automation and Control systems.

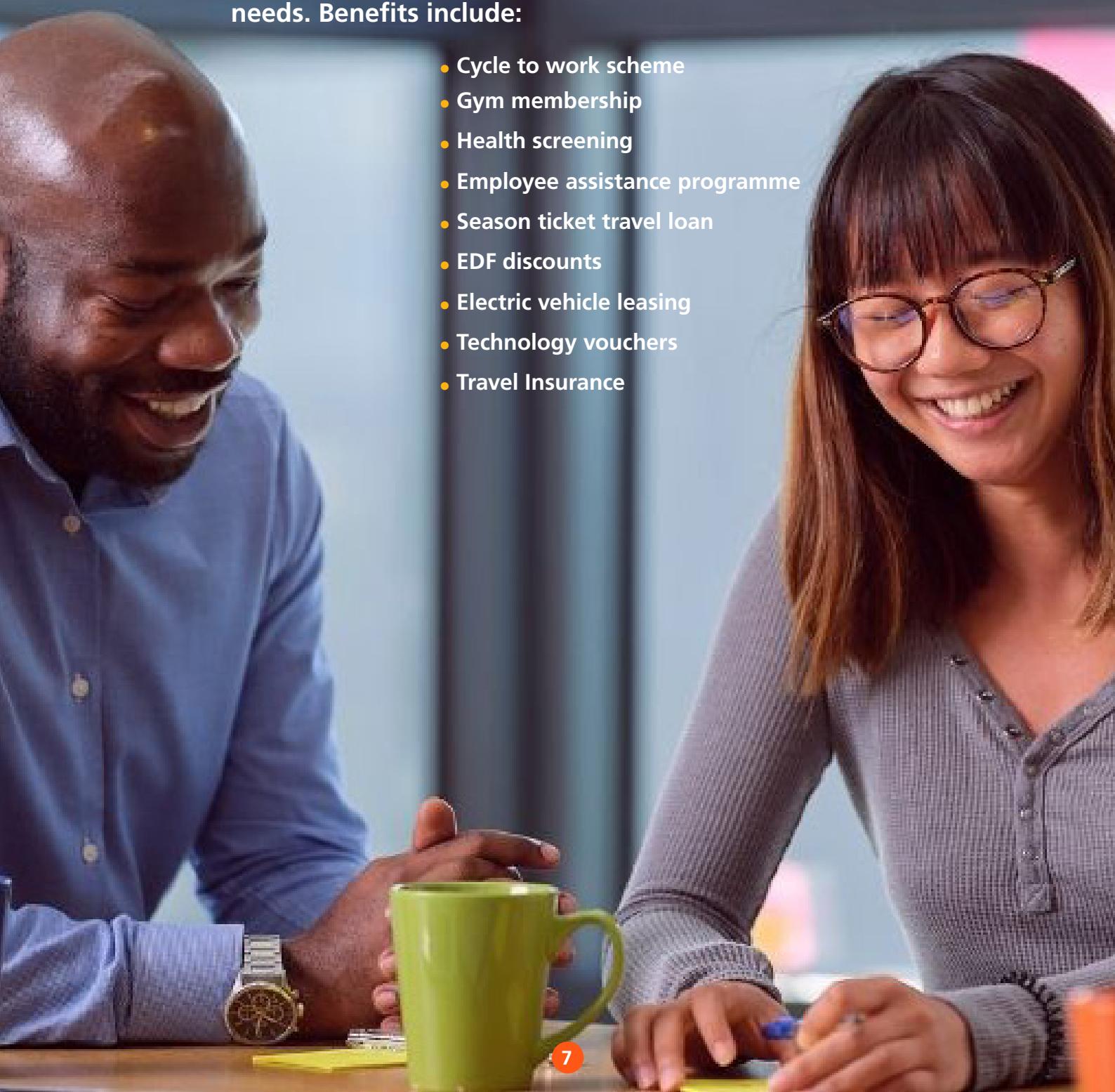
This is a Control and Instrumentation focused engineering programme where you will get to work alongside and learn from industry experts in the UK and France.

Starting salary: £30,000 with annual increases, plus annual bonus and relocation allowances.

Benefits and Perks

Work is just one part of our lives at EDF. As well as your annual leave entitlement and monthly salary, we're dedicated to offering flexible benefits that support our people across all aspects of their lives. Many of the benefits are available to select all year round, supporting people and their differing needs. Benefits include:

- Cycle to work scheme
- Gym membership
- Health screening
- Employee assistance programme
- Season ticket travel loan
- EDF discounts
- Electric vehicle leasing
- Technology vouchers
- Travel Insurance



Graduate Induction and Support

Once you receive an offer from us, you'll be invited to regular touchpoints and activities ahead of you starting with us. In these sessions, you'll learn more about EDF, more about your scheme and get involved in some fun activities and networking.

Whilst on scheme:

You'll have a great support network around you:

- A Career Manager who will be your line manager whilst you're on scheme. They'll provide support and guidance as you begin your career with us.
- If your scheme has different placements, you'll also have a Placement Manager to oversee and guide you on a daily basis. Your Placement Manager will change with each placement you do.
- For more peer to peer support, you'll also have a Buddy. This will be someone on the same scheme as you from a previous intake. They'll be able to give you practical advice and guidance about your scheme and what it's like to work at EDF.
- We'll also encourage you to seek a mentor through our Mentorloop platform. For some of our engineering schemes, you'll be allocated a technical mentor who will guide you on your journey towards Chartership.

Each scheme also has a dedicated Early Careers Manager, who will:

- ✓ Be a consistent point of contact throughout your scheme
- ✓ Provide ongoing support and development
- ✓ Oversee the day to day management of the Early Careers schemes, including:
- ✓ Design and coordinate the delivery of scheme training and development plans
- ✓ Facilitate the placement change process
- ✓ Facilitate the performance management process
- ✓ Facilitate your transition off scheme into permanent roles
- ✓ Continuous improvement and evolution of the schemes
- ✓ Host regular forums, have bi-annual 121s and bi-monthly wellbeing checks

Our Industrial Placements



Having had the experience of undertaking a placement with EDF Energy at Heysham Power station and absolutely loving it, I knew I wanted to remain working for EDF. Being able to use my technical skills in this area is what I've been aiming for all of my education so far, but working with such a wide network of people who are all focussed on a common goal is what I enjoy most – there's a lot of passion and like-minded individuals and this has made it an inspiring place to work

Rosie King,
Science and Engineering Industrial Placement and Graduate programme

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Each year we offer multiple 12-month Industrial Placement opportunities, providing the chance to spend time embedded in our business, contributing to meaningful projects that directly impact our ambition to help Britain achieve Net Zero.

You'll discover what it's like to work in your area of expertise and what's expected of you in return. It's a chance to trial a career, to understand more about our sector and the different career paths available.

You'll finish the placement with a better understanding of your subject and the energy sector, and experience of applying your theoretical knowledge in a practical work environment. You can apply to work at EDF after you graduate - our programmes are a great route into or graduate schemes amongst other employment opportunities.

Industrial Placement opportunities are usually available within the following areas:

- Science and Engineering
- HR
- Resourcing
- Communications
- Human Factors
- Research & Development
- Supply Chain / Procurement

You can find further details about our Industrial Placements and our assessment process on the EDF Careers Pages:

edfenergy.com/careers/industrial-placements

What you'll need

At EDF we recruit for our Early Careers programmes based on strengths. We want our people to perform their best by doing something they're good at and something they enjoy. Our recruitment process is designed to bring out the best in you – where do your strengths lie?

Collaboration

People with strong collaboration skills thrive by achieving results as part of a team. They work to support and help others, whilst delivering change and having a positive impact.

Drive / Delivery

People strong in drive are highly motivated and dedicated to deliver great results. They're naturally driven to push themselves, are willing to take ownership and hold themselves accountable for delivering results.

Growth

People strong in growth are open to learning and feedback, always striving to develop. They're naturally quick to learn and are driven to seek out new information to aid their development.

Resilience

People strong in resilience work well under pressure and can react to change. They're determined and can maintain a positive attitude whilst overcoming challenges.

Business Affinity

People strong in business affinity have a passion, enthusiasm and curiosity to work in the area/industry they're in. They work to better understand their industry so they can better function within it.

Curiosity

People strong in Curiosity are interested in everything, constantly seeking out new information and learning more. They are naturally inquisitive and seek out answers to things that interest them. They ask timely and informed questions that increase their knowledge, showing others that they are interested in what they are working on.

Clarity

People strong in clarity possess a concise and effective style of communication. They can adapt their message to suit a range of audiences and messages allowing them to be understood by all.

Improver

People strong in Improver can see what isn't working optimally, and then take ownership for making it better, delivering continuous improvement. They are driven by a desire to continuously improve the business they operate within, pushing for higher quality and more efficiency in all they do.

We also ask that all of our potential graduates have (or are expecting) a **2:2 Bachelor's or Postgraduate Degree** in a relevant degree discipline, depending on the scheme they are applying for.

You can find further details about our strengths based approach and our assessment process on the EDF Careers Pages:
edfenergy.com/careers/graduates

Diversity and Inclusion

At EDF, everyone's welcome. We strive to create an inclusive environment where everyone has a voice and where you can feel confident being yourself. We'll value the difference you bring and give you opportunities to thrive and succeed. Recruiting from the widest possible pool of talent, we make sure that our workforce is a true reflection of our communities and customers.

We will not tolerate any behaviour that doesn't uphold our Everyone's Welcome vision.

We're an equal opportunity and a disability confident employer. If you consider yourself to have a disability and meet the minimum criteria for a role we'll guarantee you an interview.

Our employee networks are instrumental in helping us to create a community environment where people feel welcomed and comfortable being their true selves at work. These networks provide a platform for employees

to share their views, tell us what we're doing well and recommend improvements. It also helps us address business challenges and get closer to our goal of becoming a truly inclusive employer:

- **Women's Network**
- **LGBTQ+ Supporters Network**
- **Disability and Carers Network**
- **RACE Network**
- **Working Parents' Network**
- **Forces Support Network**
- **Young Professionals Network**
- **Cancer Support Network**
- **Mental Health Network**

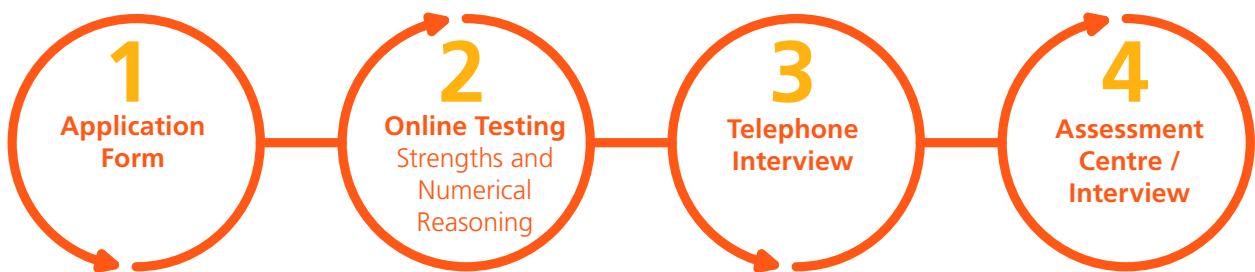
You can find out more about Diversity and Inclusion at EDF here:

www.edfenergy.com/careers/diversity

How to apply

All of our available programmes are advertised on our EDF Careers pages: www.edfenergy.com/careers

Our recruitment process is designed to bring out the best in you and consists of:



More information about our recruitment process can be found here:

[Graduate schemes in the UK energy industry | EDF \(edfenergy.com\)](http://Graduate schemes in the UK energy industry | EDF (edfenergy.com))

Key dates

Beginning September – Graduate Programmes advertised

End of October – Industrial Placement Programmes advertised

Beginning of November – Graduate advertising closes

December – February – Graduate Assessment Centres

January – Industrial Placements advertising closes

Contact us

edfenergy.com/careers

yourfuture@edfenergy.com



Careers Facebook: [@edfcareers](https://www.facebook.com/edfcareers)



Instagram: [@edfenergy](https://www.instagram.com/edfenergy)



TikTok: [@edfenergy](https://www.tiktok.com/@edfenergy)



LinkedIn: <https://www.linkedin.com/company/edf-energy>



EDF - [YouTube](https://www.youtube.com/user/edfenergy)



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